

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

MINUTES OF A REGULAR MEETING
OF THE FACULTY SENATE HELD ON
FEBRUARY 13, 1981, IN LISNER HALL
ROOM 603

- 1 The President called the meeting to order at 2:10 p.m.

Present: President Elliott, Provost Bright, Registrar Gebhardtshauer, Parliamentarian Cheh, Birnbaum, Burns, Chitwood, Claeysens, Fox, Frey, Gallagher, Griffith, Hill, Jones, Kelly, Kiper, Liebowitz, Loeser, Mazzeo, Morgan, Packer, Pierpont, Robinson, Schiff, G. Smith, H. Solomon, L. Solomon, and Ziolkowski

Absent: Barron, Chandler, Divita, Hawkins, Linton, Reiss, Sapin, Steiner, Walker, and Zenoff

- 2 The minutes of the regular meeting of January 16, 1981, were approved as distributed.

The President then asked permission to change the order of business on the agenda by proceeding to 8(a) as the next item of business. There were no objections.

- 8 (a) Professor Robinson, on behalf of the Nominating Committee for the Executive Committee for the 1981-82 Session, nominated the following faculty members for election to the Executive Committee: Professor Peter P. Hill as Chairman (Columbian College); Professor Raymond R. Fox (Engineering), Professor John A. Morgan, Jr. (Public and International Affairs), Professor Stefan O. Schiff (Columbian College), and Professor Lewis D. Solomon (Law). No nominations were made from the floor and the nominees were elected unanimously.

(b) Under nomination of faculty members to the Grievance Committee, President Elliott said he wished to observe that this was a very serious and important role of service to the University as there were times when it was very demanding in both time and worrying power, and he expressed his appreciation of the nominees' willingness to serve in this capacity. The following faculty members were nominated for election to the Grievance Committee, the term of office commencing March 1, 1981: John A. Morgan, Jr., as Chairman, Professor of Political Science and Public Affairs, for a one-year term; Robert W. Kenny, Professor of History, as replacement for Professor Ralph E. Purcell, for a two-year term; James P. Chandler, Professor of Law, Michael M. Harmon, Associate Professor of Public Administration, Rudolph Hugh, Professor of Microbiology, Arnold C. Meltzer, Professor of Engineering and Applied Science, and Leonard Nadler, Professor of Education, for three-year terms. No nominations were made from the floor and the slate was elected unanimously.

(c) The following faculty members were nominated for election to a Special Mediation Committee in the complaint of Associate Professor Ruth P. Hamilton against the Department of Education, School of Education and Human Development: David E. Seidelson, Chairman, Professor of Law, Robert P.

Churchill, Assistant Professor of Philosophy, and Anne S. Thompson, Associate Professor of Medicine. No nominations were made from the floor and the nominees were elected unanimously.

- 3 The next item of business was a visual/oral presentation of the proposed concept for the 2000 Pennsylvania Avenue project presented by Vice President Diehl and Mr. Brooks, Real Estate Development Program Officer. Color slides of the proposed project were shown with commentary by Vice President Diehl. The President thanked Mr. Diehl and Mr. Brooks for their presentation to the Senate.
- 4 (a) Under reintroduction and further consideration of Resolution 80/15, "A Resolution Supporting Current Plans by the University for the Development of the Red Lion Row," Professor Hill explained that there were two resolutions--the original as introduced by the University and Urban Affairs Committee, and a revision as proposed by the Physical Facilities Committee. Professor Hill said that Professor Toridis, Chairman of the University and Urban Affairs Committee, informed him that his committee, with the exception of one member, agreed to accept the revision in place of the original motion. Professor Solomon, Chairman of the Physical Facilities Committee, then moved the adoption of Resolution 80/15, as revised, and the motion was seconded. Professor Solomon said that having seen the presentation by Mr. Diehl, he thought it expressed support for the 2000 Pennsylvania Avenue project and he urged adoption of the resolution. Professor Griffith asked Professor Solomon if the Physical Facilities Committee had held any hearings from the point of view of the preservationists, and Professor Solomon replied that the committee had not. The question was called and Resolution 80/15, as revised, was adopted. (Resolution attached.)
- 4 (b) Under reintroduction and further consideration of Resolution 80/19, "A Resolution on Tuition Benefits," Professor Hill noted that there were three versions of this resolution--the first was the original resolution recommitted on December 12th; the second was a revision proposed partly by the Appointment, Salary and Promotion Policies Committee and partly by the Executive Committee, dated January 29th; and the third resolution was a revision proposed by the Appointment, Salary and Promotion Policies Committee which had just been circulated to the Senate. He said that to avoid parliamentary confusion at this point the Executive Committee would withdraw its revision and accept the most recent revision proposed by the ASPP Committee. Professor Robinson, Chairman of the Appointment, Salary, and Promotion Policies Committee, moved adoption of the revision of Resolution 80/19 as distributed to the Senate members at this meeting. The motion was seconded. Professor Robinson said the committee wished to stress that the resolution attempts to expand the opportunity for faculty children to use their tuition benefit either for graduate or undergraduate work, or a portion of both. It does not, she said, attempt to answer individual questions and problems. She said that the committee considered the questions raised by the Senate and suggestions recommended by the Executive Committee and she thought the revised resolution incorporated answers to all of the questions without losing the original thrust and spirit of the original resolution. A discussion followed by Dean Kelly, Professors Robinson, Morgan, Solomon, Packer, and Pierpont. The question was called and Resolution 80/19, as revised, was adopted unanimously. (Resolution attached.)

- 4 (c) Under reintroduction of Resolution 80/22, "A Resolution to Amend the Procedures for Implementation of the Faculty Code," Professor Griffith, Chairman of the Professional Ethics and Academic Freedom Committee, noted that he had withdrawn this resolution at the January Senate meeting after the defeat of Resolution 80/21 so that the committee could reconsider the resolution to determine whether or not it could be reintroduced independently. He said that the committee decided that Resolution 80/22 should be resubmitted to the Senate for reconsideration. Professor Griffith then moved the adoption of this resolution. The motion was seconded. Professor Griffith explained that Resolution 80/22 attempts to strengthen the position of the faculty taken earlier in Resolution 77/7, which came out of the Fiscal Planning and Budgeting Committee in April, 1977, but which proved not to be as effective as it might have been. Resolution 80/22, Professor Griffith said, would write language into the Code giving formal status to committees in each educational unit which would be authorized to have some say in the matter of the allocation of tenure-accruing appointments in a given faculty unit. The effect of this would be that if the faculty opted to elect a committee or operate as a committee of the whole and was not given the opportunity to present its view, then presumably a grievance would lie under the Code. Professor Griffith pointed out that the committee tried not to overkill the issue by not tying the procedure in the Code to the section which requires a "compelling reason" for a faculty recommendation to be overridden. Dean Liebowitz asked if this resolution was intended to replace Resolution 80/21 which was defeated at the last meeting. Professor Griffith responded that this resolution was independent of Resolution 80/21, which had to do with the status of individuals in non-tenure-accruing appointments; Resolution 80/22 dealt essentially with the allocation of the tenure-accruing slots in situations where there was some difficulty in deciding under what guise appointments shall be made. A discussion followed by Dean Liebowitz, Dean Kelly, Professors Griffith, and Morgan. The question was called and Resolution 80/22 was adopted unanimously. (Resolution attached.)
- 6 Professor Hill reported on the tabulated results of the questionnaire soliciting guidance for the Professional Ethics and Academic Freedom Committee in light of the failure of Resolution 80/21, "A Resolution to Amend the Faculty Code with Respect to Non-Tenure-Accruing Appointments." He said that 17 elected members of the Senate responded and that the most significant aspect of the returns was that a clear majority favored some modification of the present practice. Professor Hill said that he would urge the Executive Committee at its next meeting to request the Professional Ethics and Academic Freedom Committee to continue its consideration of this matter, in light of this questionnaire and in light of whatever other data might be sought. Professor Griffith urged the members of the Senate who had not yet returned the questionnaire to please return them so the Professional Ethics and Academic Freedom Committee could have the benefit of this guidance.
- 5 (a) On behalf of the Executive Committee, Professor Hill introduced Resolution 80/23, "A Resolution Addressed to the Finance Committee of the United States Senate Asking that Committee to Exempt Book Publishers from the Application of the Supreme Court Ruling in the Case of the Thor Power Tool Company." Before moving its adoption, Professor Hill, upon recommendation of Professor Moser, amended the title to read: "A Resolution Addressed to the Appropriate Committees of the United States Congress Asking that Book Publishers Be Exempted from the Application of the Supreme Court Ruling in the Case of the Thor Power Tool Company," and amended the resolving clause to read: "That a letter be sent, in the name of

the faculty of the George Washington University, to members of the appropriate Congressional Committees, petitioning the continuance of legislative efforts to exempt publishers from the application of the so-called Thor decision." Professor Hill then moved the adoption of Resolution 80/23, as amended, and the motion was seconded. The privilege of the floor was given to Mr. Monroe Hurwitz, General Manager of the Bookstore, who spoke to the resolution, urging the Senate's support. A discussion followed by Professors Griffith, Mazzeo, Frey, Hill, Mr. Hurwitz, and Provost Bright. Professor Claeysens moved that the second WHEREAS clause be amended to read: "WHEREAS, the effect of this ruling is likely to decrease the variety and volume of publication and force publishers to destroy backlist titles, thereby adversely affecting the academic community's access to previously published material." Professor Hill accepted Professor Claeysens' amendment. The question was called, and Resolution 80/23, as amended, was adopted unanimously. (Resolution attached.) Professor Hill said that the Executive Committee would draft a letter to be sent with Resolution 80/23 to the appropriate Congressional Committees.

- 7 No resolutions were introduced under Introduction of Resolutions. Professor Hill asked for interim reports from committee chairmen. Professor Robinson, Chairman of the Appointment, Salary and Promotion Policies Committee, reported that the committee was presently considering the following items: tuition exchange for faculty children; GW's medical benefits as compared with those of area universities, together with an investigation of the feasibility of dental and eye care benefits; TIAA/CREF benefits and alternatives to these benefits; and recommendations for encouraging faculty participation in the University Club. Professor Robinson said she wished to note that Dr. Lange had been enormously helpful to the committee by providing the necessary information with respect to the medical and retirement plans under study. Professor Frey, Chairman of the Administrative Matters as They Affect the Faculty Committee, reported that the committee was reviewing the matter of late grades and also a recommendation for revising the annual report form. He said the main work of the committee, however, was with affirmative action and a resolution would be forthcoming in that regard.

- 8 (d) On behalf of the Executive Committee, Professor Hill asked that the Report to the Commission on Equal Opportunity on Equality of Male and Female Faculty Salaries submitted by Marianne R. Phelps be included in the minutes of this meeting as requested by the Appointment, Salary and Promotion Policies Committee. (Report attached.)

(e) Professor Hill reminded committee chairmen that annual reports were due by the March meeting, and that guidelines for those reports could be found on pages 11 and 12 in the Faculty Organization Plan. He noted that if the committees had any unfinished business it should be included in the annual report so that it would carry over to the successor committees.

- 9 Under Brief Statements, Professor Hill said he wished to join with the other members of the Executive Committee in extending their warmest thanks to those colleagues whose Senate terms were drawing to a close. He pointed out that the new Senate Session beginning in March would extend through April 1982 in conformity with the amendment to the Faculty Organization Plan adopted by the Faculty Assembly January 21, 1981, implementing a May-to-May Senate year. He advised the members that the joint meeting of the old and new Executive Committees would be held February 27th and the principal activity would be the nomination

of committee chairmen and committee members for the next year. He said the Executive Committee would appreciate having the advice of committee chairmen, especially with respect to those members who did not faithfully attend meetings.

Professor Fox introduced Professor Ali Kiper, the elected representative for Professor Toridis who was on sabbatical leave.

Professor Morgan, Chairman of the Grievance Committee, reported that the committee heard oral argument February 9th in the appeal of Dr. John Helmer in his complaint against the Department of Sociology. He said the committee had deliberated, reached a decision, and an Opinion was in the process of being prepared for final approval by the Grievance Committee. Until such final approval was received, he said he could not announce the decision in this matter.

Professor Mazzeo, Chairman of the Library Committee, advised the Senate that the committee was reviewing information forwarded by Professor Lois Schwoerer concerning part-time faculty privileges in the library, and that the committee would be reporting to the Senate on this matter, possibly with a resolution.

President Elliott said that, inasmuch as Professor Hill had thanked the outgoing members of the Senate, he wished to congratulate them on their "graduation." The President then made the following statement with respect to Men's Athletics:

In a Washington Post article of February 2, 1981, a writer ascribed to me a statement to the effect that all policy decisions concerning athletics (at GW) were made by faculty committees. Recognizing that it is not possible to clarify misrepresentations in the newspapers, let me set the record straight for the campus.

My conversation with the writer was brief and took place only at his insistence. I referred him to the Director of Men's Athletics and to the Chairman of the Senate's Committee because, I said, I look to them for recommendations in athletic matters. Then, I added, and he did quote me correctly, 'I'm not inaccessible, but I'm not going to take the matters out of their (the Committee's) hands.' I was referring to the roles of committees and the Director of Men's Athletics. With the writer's parenthetical addition, he restricted the matter to 'committee.'

As a matter of record, the Senate's Committee on Athletics has made recommendations on policy matters over a long period and the Director of Athletics has and continues to make recommendations on matters of budget. I see no reason to change either of these responsibilities; nor do I wish to see the sports writers determine athletic policy at this University.



Robert Gebhardtshauer
Secretary

Resolution 80/15 as revised by the Physical Facilities Committee referred by the Faculty Senate December 12, 1980, for reintroduction February 13, 1981.

A RESOLUTION SUPPORTING THE CURRENT CONCEPT BY THE UNIVERSITY FOR
THE 2000 PENNSYLVANIA AVENUE PROJECT

WHEREAS, Vice President Diehl made two presentations of perspective views of the 2000 Pennsylvania Avenue project to the Physical Facilities Committee of the Faculty Senate; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty supports the University's concept proposal of January 23, 1981 for the 2000 Pennsylvania Avenue project. In particular, it supports the retention and restoration of the streetscape of the historic buildings as currently envisioned by the University and the creation of a main pedestrian gateway for the campus. It expresses its belief in the aesthetic compatibility of the office tower with the proposed streetscape and existing buildings along Pennsylvania Avenue. It praises the consultative process utilized by the University during the development of the project, particularly the University's desire to renew the vitality of the area along I Street through the University's proposed retail marketing plan. It expresses the Faculty's continued interest in the project and commends the University for its efforts in bringing the project to fruition.

Committee on Physical Facilities
January 23, 1981

Adopted February 13, 1981

Resolution 80/19 as revised by the Appointment, Salary and Promotion Policies Committee recommitteed by the Faculty Senate December 12, 1980, for reintroduction February 13, 1981.

A RESOLUTION ON TUITION BENEFITS

WHEREAS, each legally-dependent child of a member of the full-time faculty is now entitled to tuition benefits necessary for the completion of an undergraduate program; and

WHEREAS, some of the eligible children do not make full use of this tuition benefit; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That each previously eligible child who does not use his/her maximum tuition benefit shall be entitled to apply any unused benefit to university graduate and professional programs (excluding the Medical School); and
2. That to be eligible a child must begin such program while legally dependent and within five years of the award of the baccalaureate degree; and
3. That this benefit will not exceed the equivalent of eight semesters of full-time graduate or professional study.

Committee on Appointments, Salary and Promotion Policies (including Fringe Benefits)
February 12, 1981

Adopted February 13, 1981

A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF THE FACULTY CODE (80/22)

WHEREAS, under Article IX of the Faculty Code the regular active-status faculty are entitled to play a role in decisions on the appointment and promotion of members of the faculty, and

WHEREAS, presently one of the most important appointment decisions concerns whether a potential appointment will be in tenured, tenure-accruing, or non-tenure-accruing status, and

WHEREAS, this is a decision which properly concerns the faculty of a college or non-departmentalized school as well as the department(s) concerned; therefore:

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That the Procedures for Implementation of the Faculty Code be amended by adding the following as the first numbered paragraph under Section B:
 1. The regular active status faculty of each school, college or comparable educational division shall establish procedures enabling an elected standing committee or committee of the whole to submit its recommendations on the allocation of regular service tenure-accruing appointments within that unit.
2. That present Paragraphs 1-2-3 under Sec. B be renumbered as Paragraphs 2-3-4, respectively.

Professional Ethics and Academic Freedom Committee
December 29, 1980

Withdrawn January 16, 1981

Reintroduced February 13, 1981
Adopted February 13, 1981

APPROPRIATE COMMITTEES

A RESOLUTION ADDRESSED TO THE ~~FINANCE COMMITTEE~~ OF THE UNITED STATES
CONGRESS ~~SENATE~~ ASKING THAT ~~COMMITTEE TO EXEMPT~~ BOOK PUBLISHERS ~~FROM THE~~ BE EXEMPTED
APPLICATION OF THE SUPREME COURT RULING IN THE CASE OF THE THOR
POWER TOOL COMPANY (80/23)

WHEREAS, The Supreme Court's ruling in the case of the IRS vs. the
Thor Power Tool Company no longer allows publishers, for
tax purposes, to reduce the value of overstocked titles;
and

is likely to decrease the variety and volume
of publication and

WHEREAS, the effect of this ruling ~~may~~ force publishers to destroy
backlist titles, thereby adversely affecting the academic
community's access to previously published material; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That a letter be sent, in the name of the faculty of The
George Washington University, to members of the ~~Senate~~ appropriate
Congressional ~~Finance~~ Committees, petitioning the continuance of legislative
efforts to exempt publishers from the application of the
so-called Thor decision.

Executive Committee of the Faculty Senate
January 6, 1981

Adopted, as amended, February 13, 1981

Report to the Commission on Equal Opportunity
on Equality of Male and Female Faculty Salaries

Submitted by

Marianne R. Phelps

In 1973, \$63,000 was made available to equalize the salary averages of male and female faculty members by rank within each department. Since that time a Faculty Subcommittee of the Commission on Equal Opportunity has advised the EO Officer for Faculty on issues of equality of salaries for male and female faculty members. During the Commission's early years advice was provided concerning how specific complaints of salary discrimination should be resolved.

In 1976 a "matching system" was designed to review salary equity. The salary of each female faculty member was compared with that of a male of the same rank and, where possible, years in rank in her department. This type of review has been done three times since 1976. Two instances of possible discrimination have been identified and have been corrected.

In 1979, it seemed clear that the Office of Federal Contract Compliance Programs would require use of a regression analysis method of evaluating salary equity. The Faculty Subcommittee of the CEO was requested to advise in the development of the program. The Subcommittee reviewed various methods of determining salary equality. Committee member Robert Goldfarb supplied the group with copies of articles discussing various approaches to salary evaluation. The Subcommittee also reviewed the Higher Education Salary Evaluation Kit published by the AAUP.

The Subcommittee recommended that the following factors be used as variables in the study:

Race/Ethnic Origin
Sex
Age
Time at GWU
Highest Degree
Years since highest degree
School
Tenure track

All factors except race/ethnic origin and sex were judged to be non-discriminatory explanations of salary differences. Years in rank was not used as a variable since the literature suggested this factor might mask discrimination if women had been promoted more slowly than men.

A program called the Automatic Interaction Detector (AIDP) was suggested by Philip Wirtz of the University's Social Research Group. This program was thought to be superior to a multiple regression analysis technique since it provides information on how variables interact.

The study showed that race/ethnic origin and sex were not factors in salary differences. The following factors were important in explaining salary differences:

School
Years since highest degree
Years at GWU
Highest degree
Age

After reviewing the data the Faculty Subcommittee judged the Automatic Interaction Detector Program to be a good means of determining whether or not the salaries of women and minorities are equal to those of Caucasian males over the entire University. However, they suggested that a further step was required to determine whether or not discrimination might be a factor in a particular individual's salary. The AIDP flags those individuals whose salaries should be reviewed individually by providing the deviation from the mean of each group for each individual as measured in standard deviations. Ms. Peggye Cohen and I reviewed the individual situations of all faculty members whose salary was two or more standard deviations from the mean. In each instance there was a rational, non-discriminatory explanation for the deviation. The following factors explained the differences:

1. Administrative assignment, such as department chairman
2. M.D. degree
3. Low salary increase based on performance over a period of time.
4. No terminal degree
5. Initial appointment at the rank of Associate Professor (Faculty members in this category appeared to have higher than average salaries because we used years at GWU as a factor in the AID program).

The AIDP analysis will be conducted each year. In addition as a further check, the "matching system" of comparing faculty salaries will also be employed. Yearly salary reviews using both these methods should ensure that there is no prohibited discrimination in faculty salaries.

After review, the question of what explains the lower averages for women faculty still remains. There are several reasons. The most important reason why the all University average for females is lower than that for males is that the majority of female faculty members are in the departments and schools having the lower salaries. While this point may be obvious, it might be helpful to compare the average salaries for faculty in Columbian College (CC) and the School of Education and Human Development (SEHD) with those Engineering, Government and Business,

Faculty Salary Averages by Rank*

	CC and SEHD	Other Schools(except Med.)
Prof.	\$29,600	\$35,200
Assoc. Prof.	\$21,700	\$25,300
Asst. Prof.	\$16,000	\$24,400

Time in rank appears to be the major factor accounting for differences in salary averages within schools. At the professor level in the School of Education and Human Development where the average salary for females is higher than that for the males, average time in rank is higher for the females than the males. In Columbian College, time in rank also appears to be the major explanation. Last year, I conducted a salary review of the departments in Columbian College where there are women at rank of professor. Uniformly, time in rank was the factor which explained salary differences. To ensure that time in rank was not a discriminatory factor I also reviewed the number of years each individual served at the Assistant and Associate Professor levels. In all but one instance females had been promoted after the same or fewer years than males. In the one instance the female had served an additional year at the rank of Associate Professor.

The programs developed to continue monitoring equality of faculty salaries have been described previously. In addition, I would urge any member of the faculty who has questions about an individual situation to contact me. I am happy to investigate individual questions confidentially upon request.

*1979-80 salaries were used to calculate these averages since information on salary averages for that year was recently distributed with the minutes of the Faculty Senate.

Distribution: Deans
Members of the Executive Committee of the Faculty Senate
Members of the Senate Committee on Appointment, Salary,
and Promotions Policies

THE GEORGE WASHINGTON UNIVERSITY
Washington, D.C.

The Faculty Senate

February 3, 1981

The Faculty Senate will meet on Friday, February 13, 1981 at 2:10 p.m.,
in the Faculty Conference Room, Sixth Floor, Lisner Hall.

AGENDA

1. Call to order
2. Minutes of the regular meeting of January 16, 1981
3. Visual/oral presentation of the proposed concept for the 2000 Pennsylvania Avenue project: Vice President Diehl and Mr. Brooks, Real Estate Development Program Officer
4. Old Business
 - (a) Reintroduction and further consideration of Resolution 80/15, "A RESOLUTION SUPPORTING CURRENT PLANS BY THE UNIVERSITY FOR THE DEVELOPMENT OF THE RED LION ROW," University and Urban Affairs Committee; Resolution 80/15 as revised by the Physical Facilities Committee (resolution and revision attached)
 - (b) Reintroduction and further consideration of Resolution 80/19, "A RESOLUTION ON TUITION BENEFITS," Appointment, Salary, and Promotion Policies Committee; Resolution 80/19 as revised by the Appointment, Salary, and Promotion Policies Committee and the Executive Committee (resolution and revision attached)
 - (c) Reintroduction of Resolution 80/22, "A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF THE FACULTY CODE," Professional Ethics and Academic Freedom Committee (resolution attached)
5. Resolutions:
 - (a) A RESOLUTION ADDRESSED TO THE FINANCE COMMITTEE OF THE UNITED STATES SENATE ASKING THAT COMMITTEE TO EXEMPT BOOK PUBLISHERS FROM THE APPLICATION OF THE SUPREME COURT RULING IN THE CASE OF THE THOR POWER TOOL COMPANY (80/23); Professor Hill, Chairman, Executive Committee of the Faculty Senate (resolution attached)
6. Report on the questionnaire soliciting guidance for the Professional Ethics and Academic Freedom Committee in light of the failure of Resolution 80/21, "A Resolution to Amend the Faculty Code with Respect to Non-Tenure-Accruing Appointments"; Professor Hill, Chairman, Executive Committee
7. Introduction of Resolutions

8. General Business

- (a) Nomination for election of the Executive Committee for the 1981-82 Session: Report of the Nominating Committee to the Executive Committee
- (b) Nomination for election of the following faculty members to the Grievance Committee, the term of office commencing March 1, 1981:
 - (1) For a 1-year term: John A. Morgan, Jr., Chairman, Professor of Political Science and Public Affairs;
 - (2) For a 2-year term: Robert W. Kenny, Professor of History, as replacement for Professor Ralph E. Purcell, who resigned; and
 - (3) For a 3-year term: James P. Chandler, Professor of Law, Michael M. Harmon, Associate Professor of Public Administration, Randolph Hugh, Professor of Microbiology, Arnold C. Meltzer, Professor of Engineering and Applied Science, and Leonard Nadler, Professor of Education
- (c) Nomination for election of the following faculty members to a Special Mediation Committee in the complaint of Associate Professor Ruth P. Hamilton against the Department of Education, School of Education Human Development: David E. Seidelson, Professor of Law, Chairman, Robert P. Churchill, Assistant Professor of Philosophy, and Anne S. Thompson, Associate Professor of Medicine
- (d) Report of the Executive Committee: Professor Hill, Chairman
- (e) Annual Reports of the Senate Standing Committees

9. Brief Statements

10. Adjournment



Robert Gebhardtshauer
Secretary

A RESOLUTION SUPPORTING CURRENT PLANS BY THE UNIVERSITY
FOR THE DEVELOPMENT OF THE RED LION ROW (80/15)

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty supports the proposed plans by the University for the Red Lion Row Development. In particular, it supports the preservation of the existing historic structures as currently envisioned by the University, and the extensive retail space included in the development.

Committee on University and Urban Affairs
November 24, 1980

Referred December 12, 1980, to Physical Facilities Committee for reintroduction at February Senate meeting.

Resolution 80/15 as revised by the Physical Facilities Committee referred by the Faculty Senate December 12, 1980, for reintroduction February 13, 1981.

A RESOLUTION SUPPORTING THE CURRENT CONCEPT BY THE UNIVERSITY FOR
THE 2000 PENNSYLVANIA AVENUE PROJECT

WHEREAS, Vice President Diehl made two presentations of perspective views of the 2000 Pennsylvania Avenue project to the Physical Facilities Committee of the Faculty Senate; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the Faculty supports the University's concept proposal of January 23, 1981 for the 2000 Pennsylvania Avenue project. In particular, it supports the retention and restoration of the streetscape of the historic buildings as currently envisioned by the University and the creation of a main pedestrian gateway for the campus. It expresses its belief in the aesthetic compatibility of the office tower with the proposed streetscape and existing buildings along Pennsylvania Avenue. It praises the consultative process utilized by the University during the development of the project, particularly the University's desire to renew the vitality of the area along I Street through the University's proposed retail marketing plan. It expresses the Faculty's continued interest in the project and commends the University for its efforts in bringing the project to fruition.

Committee on Physical Facilities
January 23, 1981

A RESOLUTION ON TUITION BENEFITS (80/19)

WHEREAS, full remission of undergraduate tuition at the University is provided for legally-dependent children of full-time members of the faculty; and

WHEREAS, some faculty do not make use of the undergraduate tuition benefit; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That in the event that said faculty do not utilize the undergraduate tuition benefit for their legally-dependent children, these benefits may be applied towards tuition in the University's graduate and professional programs.

Committee on Appointment, Salary and
Promotion Policies (including Fringe Benefits)
November 14, 1980

Returned December 12, 1980, to the Appointment, Salary and Promotion Policies Committee for clarification and reintroduction at the February Senate meeting.

Resolution 80/19 as revised by the Appointments, Salary and Promotion Policies Committee and the Executive Committee, recommitted by the Faculty Senate December 12, 1980, for reintroduction February 13, 1981.

A RESOLUTION ON TUITION BENEFITS

WHEREAS, each legally-dependent child of a member of the full-time faculty is now entitled to tuition benefits necessary for the completion of an undergraduate program; and

WHEREAS, some of the eligible legally-dependent children do not make full use of this tuition benefit; now, therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- 1) That each legally-dependent child who does not use his/her maximum tuition benefit shall be entitled to apply any unused benefit to university graduate and professional programs (excluding the Medical School); and
- 2) That to be eligible a child must begin such program within five years of the award of the baccalaureate degree; and
- 3) That this benefit will not exceed the equivalent of eight semesters of full-time graduate or professional study.

Committee on Appointments, Salary and Promotion Policies (including Fringe Benefits)
January 29, 1981

A RESOLUTION TO AMEND THE PROCEDURES FOR IMPLEMENTATION OF THE FACULTY CODE (80/22)

WHEREAS, under Article IX of the Faculty Code the regular active-status faculty are entitled to play a role in decisions on the appointment and promotion of members of the faculty, and

WHEREAS, presently one of the most important appointment decisions concerns whether a potential appointment will be in tenured, tenure-accruing, or non-tenure-accruing status, and

WHEREAS, this is a decision which properly concerns the faculty of a college or non-departmentalized school as well as the department(s) concerned; therefore:

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That the Procedures for Implementation of the Faculty Code be amended by adding the following as the first numbered paragraph under Section B:
 1. The regular active status faculty of each school, college or comparable educational division shall establish procedures enabling an elected standing committee or committee of the whole to submit its recommendations on the allocation of regular service tenure-accruing appointments within that unit.
2. That present Paragraphs 1-2-3 under Sec. B be renumbered as Paragraphs 2-3-4, respectively.

Professional Ethics and Academic Freedom Committee
December 29, 1980

Withdrawn January 16, 1991

A RESOLUTION ADDRESSED TO THE FINANCE COMMITTEE OF THE UNITED STATES SENATE ASKING THAT COMMITTEE TO EXEMPT BOOK PUBLISHERS FROM THE APPLICATION OF THE SUPREME COURT RULING IN THE CASE OF THE THOR POWER TOOL COMPANY (80/23)

WHEREAS, The Supreme Court's ruling in the case of the IRS vs. the Thor Power Tool Company no longer allows publishers, for tax purposes, to reduce the value of overstocked titles; and

WHEREAS, the effect of this ruling may force publishers to destroy backlist titles, thereby adversely affecting the academic community's access to previously published material; therefore

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That a letter be sent, in the name of the faculty of The George Washington University, to members of the Senate Finance Committee, petitioning the continuance of legislative efforts to exempt publishers from the application of the so-called Thor decision.

Executive Committee of the Faculty Senate
January 6, 1981